

2004 Annual Report of the Utah State

# Rehabilitation Council



*For Preston's success story,  
please see page 18.*

# State Rehabilitation Council

## Mission

**The Mission of the State Rehabilitation Council, in partnership with the Utah State Office of Rehabilitation and in collaboration with disability groups, is to ensure quality vocational rehabilitation services for eligible individuals as they make informed choices to achieve employment.**

**We accomplish this mission by reviewing programs, analyzing service delivery processes, and advising on policies and procedures.**



# State Rehabilitation Council Members

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## EXECUTIVE COMMITTEE

**Susan Loving**, Chair  
Representative of State  
Education Agency

**Helen Post**, Vice-Chair,  
Representative of Parent Training  
and Information Center

**Eileen Glathar**, Secretary,  
Consumer

**Linda Smith**, Past Chair,  
Consumer

**Milton Taylor**, Member at  
Large, Representative of  
Business, Industry, and Labor

## Members

**Allan Ayoub**, Representative of Business, Industry, and Labor

**Deborah Burt**, Representative of Business, Industry, and Labor

**Hector Cando**, VR Counselor

**Marie Christiansen**, Consumer

**Nancy Friel**, Representative of Client Assistance Program

**Richard Harward**, Representative of Person with Disability

**Charlene Johnson**, Consumer

**Krystal Johnson**, Representative of Business, Industry, and Labor

**Rollin S. Jones**, Representative of Deaf or Hard of Hearing Council

**Tericia Leavitt**, Representative of Person with Disability

**Marie Marshall**, Consumer

**Kent McGregor**, Representative of the Services to Blind or Visually  
Impaired Council

**Eileen Saunders**, Service Provider

**Karl Smith**, Representative of Business, Industry, and Labor

**Nedra Taylor**, Service Provider

**Rebecca Wassem**, Representative of State Independent Living  
Council

**Nancy Zapata**, Consumer



# Message From the Chair

December 2004

## To the Citizens of the State of Utah:

As I look back on the past year, I have the opportunity to reflect on the many achievements of the SRC that have helped strengthen the Council. We began, in September 2003, with the orientation for new members and the annual meeting. The theme of those sessions, "Engage the Vision and Make It So," set the tone for the rest of the year. At that meeting, Bruce Schroeder from the USOE helped us develop some action steps for the goals that we had already set. Ad hoc committees worked during the rest of the year to further refine those action steps. Another way to "engage the vision" is to make quality VR services available to all eligible individuals.

We had a vision of completed by-laws and the By-Laws Ad Hoc Committee, under the leadership of Tericia Leavitt, made it so. We had a vision of using technology to take our meetings to members in St. George and Logan, and the USOR/USOE technical staff made it so. Although we had a few glitches in the PolyCom system, we determined that using such technology might be a way to involve members who have difficulty traveling to Salt Lake City on a regular basis.

To fulfill a vision of active, involved members, current Council members were assigned to mentor new Council members. Several new members were added (Deborah Burt, Krystal Johnson, Karl Smith, Rollin Jones, Kent McGregor, and Rebecca Wasseem) who have added their knowledge and experience to the Council activities. Unfortunately, we have had to replace the following members who had to leave due to term limits or employment reasons: Richard Harward, Hector Cando, Marie Christensen, Linda Smith, and Nancy Zapata. We will miss their input.

In addition to Council membership changes, we have also experienced staff changes. Richard Nisogi moved to another position in the USOR and was replaced by John Woeste, also from the USOR. Cindy Hales, who had served as secretary and general organizer of Council meetings, took a position outside the USOR and was replaced by Susan May from VR. We welcome John and Susan, while missing Richard's and Cindy's presence.

We had a vision of a completed VR Consumer Satisfaction Survey, and the ad hoc committee, under the guidance of Rich Harward and with the assistance of Elizabeth Sexton and others,

The logo for the Utah State Rehabilitation Council (SRC) is displayed in a large, stylized, outlined font. The letters 'S', 'R', and 'C' are interconnected, with the 'R' having a distinctive shape that suggests a person or a path.

developed and implemented a survey that will yield useful data to the SRC as it makes recommendations to VR. Elizabeth will continue to update Council members quarterly on data gathered.

SRC members had a vision of actively participating in the development of the USOR needs assessment and State Plan. Russ Thelin and Blaine Petersen helped make it so by inviting SRC members to observe the various focus groups organized prior to the town meetings that were held to review the proposed State Plan. Members who participated had a firsthand look at the concerns and issues of VR clients and staff.

This year, with all of our accomplishments, would not have been the same without the assistance of the VR staff and the SRC Executive Committee: Linda Smith, Helen Post, Eileen Glather, and Milt Taylor. They not only believe in the vision of quality VR services available to all qualified individuals, but have been instrumental in making it so.

As I begin my year as Past-Chair of the SRC, my vision of the direction of the Council remains the same; now I will play a different role in making it so.

**Susan Loving**, Chairperson  
*Utah State Rehabilitation  
Council*

# Introduction

**The Utah State Rehabilitation Council (SRC)** is a body of citizens appointed by the Utah State Board of Education, under the authority of the Rehabilitation Act of 1973, as amended. The Council is composed of consumers, professionals, employers, labor representatives, family and parent advocates, and service providers promoting public awareness and support of the Vocational Rehabilitation (VR) program and advocating for individuals with disabilities. The majority of Council membership consists of individuals with disabilities, many of whom have been involved as participants in the vocational rehabilitation process. Members of the SRC have been chosen for their interest, as well as their specialized knowledge and expertise in serving the disabled community. The term of office for selected SRC members is three years.

The Council provides direct communication from consumers;

rehabilitation professionals; business, industry, labor, and service providers; and other individuals interested in improving the services provided by the state agency. Collectively, this group reviews, analyzes, and advises the Utah State Office of Rehabilitation (USOR) regarding the Vocational Rehabilitation program.

Over the years, the SRC has established strong community relationships among people with disabilities, local businesses, private and public agencies, service providers, community organizations, and advocacy groups to promote the objectives of the organization. The Council continues to be an active partner with the Vocational Rehabilitation program to ensure the provision of quality services to eligible consumers. Council members provide critical support to the USOR and to individuals with disabilities served by the agency by communicating with legislators on state and national levels. They promote legislation and funding

requests that continue the specialized services provided by the agency.

Council members participate in various functions of the VR agency. These functions include USOR Statewide Administrators Meetings (SAMs), the annual USOR agency meeting, Golden Key employee recognition awards ceremonies, town meetings, focus groups, and district VR staff meetings. The SRC has contributed to and continues to be involved in the development and implementation of the USOR's Strategic Plan and the State Plan. The Council has identified areas of strength within the USOR, acknowledged the best practices of the agency, and recommended improvements to the VR program. Members of the State Rehabilitation Council and staff of the Utah State Office of Rehabilitation agree that, through appropriate communication and partnerships, vocational rehabilitation services for people with disabilities in Utah will continue to improve.





## Roles and Responsibilities

The SRC, in partnership with the USOR Vocational Rehabilitation program, is committed to helping the people of Utah who qualify for services to obtain better jobs—with a living wage, health care benefits, and better career opportunities—and to become as independent as possible. The Council believes that individuals with disabilities should be full and active partners in the VR process. Members of the SRC seek to work cooperatively with the state VR agency to ensure that the activities of the VR program are carried out in a manner that is respectful of an individual's dignity and recognizes an individual's right to make informed choices.

The responsibilities of the SRC are outlined in the Rehabilitation Act of 1973 as amended in 1998, and include the following:

- **Review, analyze, and advise the Utah State Office of Rehabilitation (USOR)** regarding the performance of its responsibilities, particularly those related to eligibility (including order of selection); the extent, scope, and effectiveness of services provided; and the functions of the state rehabilitation agency that affect the ability of individuals with disabilities to achieve employment outcomes.
- **In partnership with the USOR** develop, agree to, and evaluate the effectiveness of the Vocational Rehabilitation program.
- **Advise the USOR** regarding activities authorized to be carried out, and assist in the preparation of the State Plan, amendments to the plan, applications, reports, needs assessments, and evaluations.
- **Conduct a review and analysis** of the effectiveness of vocational rehabilitation services and consumer satisfaction.
- **Prepare and submit an annual report** to the Utah State Board of Education and the Commissioner of the Rehabilitation Services Administration (RSA) on the status of vocational rehabilitation in the state, and make the report available to the public.
- **Coordinate the work of the Council** with the activities of other disability-related councils within the state.
- **Establish working relationships** between Vocational Rehabilitation, the Statewide Independent Living Council, the special education advisory panel established under the Individuals with Disabilities Education Act (IDEA), the State Developmental Disabilities Council, and the State Workforce Services Council.
- **Perform other functions** that the SRC determines are appropriate and comparable to other functions performed by the Council.

# SRC

# 2003-04

## Year in Review

### **SRC Strategic Plan**

A strategic plan was developed for the SRC to identify specific needs to focus the work of the Council. Four areas were agreed upon: Collaboration (with other agencies), Legislative Advocacy, SRC Annual Report/PR, and Consumer Satisfaction/Needs Assessment. Objectives and action plans were then developed. More information about the plan is provided later in this report.

### **Council Member Visits**

SRC members visited local VR offices and attended statewide administrative meetings. The purpose of these visits was to become more familiar with the operation of various district offices where meetings were hosted and to raise awareness of agency management issues. These meetings also offered the opportunity for SRC members, VR staff, and supervisory members to interact and become more familiar with each other, enhancing relationships.

### **Legislative Issues**

During the 2004 state legislative session, increased funding was obtained to increase services and reduce caseload

size. The Council has closely followed the process of reauthorization of the federal Workforce Investment Act (WIA). USOR administrators provided valuable information that helped Council members determine actions to be taken to respond to areas of concern in the proposed legislation. Information was shared about the potential impact on the VR program and individuals with disabilities in Utah. Strategies to inform members of the State Board of Education about VR and the continuing need for support of the USOR have been discussed and will need to be implemented. To date, WIA has not passed out of conference committee.

### **Order of Selection**

The Rehabilitation Act as amended requires states to determine annually whether they can provide the necessary VR services to all eligible individuals in the state. Although the Utah State Office of Rehabilitation has an approved order of selection in place that would assure that VR services would be provided to those individuals with the most significant disabilities first, implementation has not yet been necessary. However, many factors will continue to increase the numbers of consumers

seeking VR services from the state.

Despite current satisfaction among program participants, despite the state's history of innovative programs, and despite careful program management, the State Rehabilitation Council knows that the increasing demand for VR services will challenge the capacity of the VR program's existing financial resources. The state legislature has provided funds and approval for additional counseling staff to be added to the VR program to address several issues, which has reconciled the immediate need for an order of selection.

### **Focus Groups and Town Meetings**

In order to increase attendance at the town meetings for the State Plan, it was decided that town meetings would be combined with the needs assessment focus group meetings required for the State Plan. SRC members were encouraged to attend the town meetings, which were held in four areas of the state. Several SRC members were able to attend meetings held in those locations.

The needs assessment, which is held every three years, requires participation from SRC members in focus groups. The needs

assessment process this year included a review by stakeholders of a previous needs assessment to see whether there still are issues that need to be pursued. The needs assessment also incorporated the telephone survey recently completed by Dr. Steve Harrison, of Bach-Harrison, Inc. The focus groups with consumers were very beneficial. At the town meetings, clients of VR expressed appreciation for the VR program but also identified concerns for VR. It was felt that the focus groups provided a “safe” environment for consumers to be able to discuss their experiences with the VR process.

Dr. Richard Baer, Utah State University, prepared a report on the results of the focus groups. Five needs identified by the strategic planning group were:

1. The need to assure manageable caseloads.
2. The need to assure availability of quality staff.
3. The need to assure quality service provision.
4. The need to assure quality communication.
5. The need to assure professional development.

## **SRC Annual Meeting**

The annual meeting of the SRC focused on the orientation of new members and the development of action steps for the Council's annual goals, as outlined in the Strategic Plan.

The theme for the meeting was “The Fish Philosophy: Get Hooked on SRC!” A member of the Executive Committee provided the training. The premise of the training was to help the new members understand the Council's mission, their own roles and responsibilities, and the importance of getting involved and committing to an active role in helping to achieve the SRC's goals.

## **Committees and Accomplishments**

Several ad hoc committees were formed this year to accomplish the work of the Council. Committees included the Nominating Committee, State Plan Committee, and Advocacy Committee. Committee members selected chairpersons.

► **Nominating Committee:** Resignations and the expiration of terms for several members created openings on the Council. Some members chose to be nominated to serve a second term. There were several vacancies that needed to be filled as outlined in the Rehabilitation Act. The full Council formed a Nominating Committee to solicit nominations, review the qualifications of nominees, conduct interviews, and present the names of the individuals for consideration. The committee submitted the names to the State Board of Education in accordance with specified timelines. Highly qualified and committed individuals were appointed to the Council. They bring commitment and unique expertise to the SRC.

► **USOR State Plan Committee:** The Rehabilitation Act and its regulations require the development of the State Plan in order to outline how the state will comply with and implement the provisions of the law. SRC members attended town meetings to participate in the collection of public comments on the development of the State Plan. Council members' comments were considered by the USOR in the development of the State Plan.

The following summaries cover USOR responses to seven SRC recommendations to the USOR. These are also addressed in the State Plan.

1. The SRC recommended that the Consumer Satisfaction Survey be substantially revised. The results reflect a much improved new document and process.
2. The SRC recommended that Council members be included in Needs Assessment Consumer Focus Groups. Members attended three of four focus groups conducted statewide.
3. The SRC recommended changes in the Financial Needs Test. The USOR made revisions based on recommendations from the SRC.
4. The SRC recommended that five additional caseloads be added





to help reduce caseload size. This recommendation was consistent with USOR Strategic Planning Objective One, "Manageable Caseload Size." Because of this recommendation and SRC advocacy with other disability advocates, the USOR was able to add five additional caseloads to reduce caseload sizes.

5. The SRC recommended that VR take steps to reduce the high turnover in VR counselors and the resulting negative impact on the quality of services being provided. The Council supported the efforts of the agency to develop and implement a recruitment and retention plan. The plan has been implemented.
6. The SRC recommended continued development and implementation of an orientation process to assure informed choice and a working definition of informed choice. That orientation process (including a DVD and brochure) was completed and implemented in FY 2004. A working definition of informed choice has been developed for use within the agency.
7. The SRC recommended cross-training between USOR rehab counselors and transition professionals in school districts statewide to improve access to this population. The USOR partnered with Utah State Office of Education transition specialists in developing and conducting transition roundtables in three locations across Utah.

- **Advocacy Committee:** Advocacy on behalf of consumers of VR services continued to be a high priority for the Council. SRC members participated in various ways to promote the state VR program. Funding issues were addressed and contacts were made related to proposed legislation language that affects the provision of VR services. The Council sent a letter of support to the Governor's Council for People with Disabilities on behalf of continued funding to support the activities of the Legislative Coalition of Persons with Disabilities (LCPD). Members of the LCPD are key advocates for the USOR and VR, partnering with the SRC and the USOR to ensure funding and legislative support for the programs.

## Orientation Process for New Applicants

The finalized orientation DVD was shown, and the Council's comments were very positive. Council members commented that the DVD is very well done and should give all applicants, including visually impaired persons, a better understanding of the VR process. Other comments stated the video was very professionally done, and the language was kept at a lower language level for applicants to understand more easily. It was stressed that clients need to be given the option of a one-on-one orientation as opposed to a group meeting. Orientation process training was reviewed with the Vocational Rehabilitation staff

to emphasize the importance of this procedure for individuals interested in possible VR services. Emphasis was placed on providing accurate and consistent information to all individuals who were inquiring about VR services. SRC members, along with other members of the Orientation Committee, participated in the training presented to the VR staff, as well as development of the DVD. For the VR field staff, this is the culmination of several years of research, evaluation, input, production, and training for the orientation process, including the new DVD.

## CSAVR Meeting, Washington, D.C.

By invitation, the Council of State Administrators of Vocational Rehabilitation (CSAVR) recommends that the Chair or Vice Chair of the SRC attend training at the CSAVR's spring meeting. If finances are available then a representative of the SRC accompanies USOR/CSAVR administrative staff members to the Washington, DC meeting. Milt Taylor was selected to attend the CSAVR meeting in April. He indicated that it was a privilege to be able to attend the conference. He was able to attend a meeting that is specifically for State Rehab Council members. The topic of the session was putting theory into practice. One thing he learned was that state councils vary quite a bit from state to state, and that Utah's SRC functions quite well.



# SRC Strategic Planning

Throughout the year, the Council developed a strategic plan to be implemented during the coming year. This planning process was determined to be necessary to help the SRC identify priorities and focus efforts to accomplish its mission and fulfill responsibilities outlined in the federal regulations and the Rehabilitation Act of 1973, as amended in 1998. Goal areas were determined. Committees were formed to develop and prioritize objectives and activities. Timelines are also being developed.

## Goal areas to be addressed during the coming year are:

- ▶ Collaboration with other agencies.
- ▶ Legislative advocacy.
- ▶ SRC annual report/PR.
- ▶ Consumer satisfaction/needs assessment.

Last year's accomplishments in these four goal areas are listed in the following reports from the chairperson of each committee.

## COLLABORATION/COORDINATION COMMITTEE

### Chairperson: Marie Christiansen

This ad hoc committee developed a goal that would clarify the purpose of the Collaboration/Coordination Committee. The goal is to collaborate with other disability groups to resolve common issues, resulting in quality VR services to eligible individuals. After a review of the disability councils/committees represented on the SRC, it was determined that the primary focus would be collaboration with federally and locally mandated partners, such as the Utah Statewide Independent Living Council, the Utah Parent Center, the Division of Services for the Blind and Visually Impaired Advisory Council, and others listed in the SRC Bylaws. It was agreed that any collaboration with the mandated groups would be directly related to employment, provision of VR services, and issues related to VR services. It was suggested that an SRC member who also represented one of the mandated partners could serve as the liaison between the SRC and the partner council.

Members of the committee suggested training with other disability groups to discuss that group's mission and programs and how it connects or could connect with VR. The purpose of such training would be twofold: to eliminate duplication of efforts in employment of persons with disabilities and to expand awareness of VR services and programs. The committee felt it would be appropriate for SRC members to conduct mini-trainings when they attend other disability group meetings by distributing VR brochures and discussing how an individual could begin the eligibility process.

The SRC chair was encouraged to remind SRC members, as they



## SRC Strategic Planning (Continued)

report on the activities of the groups they represent, to limit their reports to activities related to VR services and programs and/or employment of persons with disabilities. SRC members have been diligent in maintaining this focus, which has resulted in heightened awareness of the employment-related activities of other disability groups and councils.

### **LEGISLATIVE ADVOCACY COMMITTEE**

**Chairperson: Eileen Saunders**

During the 2004 state legislative session, an increase in funding for the state vocational rehabilitation agency was achieved. The administrative staff of Vocational Rehabilitation—with support from various organizations, including SRC—was successful in obtaining budgetary increases through building blocks. This committee spent many hours working for a better tomorrow for people with disabilities in our state. During this past year instructional materials on advocacy and the legislative process were received from the chair and from VR representatives. As a result, the committee has contacted legislators, provided valuable information to them, and helped develop relationships and trust within the political field. Because of SRC members' keen understanding of individuals with disabilities just entering the work force, the committee has made impressions and gained political support from the Legislature. Communication methods included working closely with district representatives and senators, advocating at the capitol, and serving with the Legislative Coalition for People With Disabilities (LCPD).

### **SRC ANNUAL REPORT EXECUTIVE COMMITTEE**

**Chairperson: Susan Loving**

The Executive Committee was responsible for providing direction to the committee chairpersons about the information that is required for the SRC's annual report. They then collect the information and prepare the content of the report. The committee was assisted in this effort by the VR staff members assigned to support the Council and the administration of the USOR.

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## SRC Strategic Planning (Continued)

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### **CONSUMER SATISFACTION/NEEDS ASSESSMENT**

**Chairperson: Richard Harward**

After months of work, the Consumer Satisfaction Survey has been completed and implemented. The survey is sent to cases closed, either successfully or not successfully, after services were implemented. The reading level has been adjusted to make the survey more user-friendly. Surveys are mailed, with follow-up surveys sent if no response is received after the initial mailing. In addition, a postcard reminder is sent if no response is received after the third mailing. With this system, the response rate has improved to the point that the survey results may now be considered statistically significant. The USOR will be validating the information gathered through a telephone survey at the end of the year. The information will be reviewed by the SRC and used as a basis for any recommendations to modify VR practices and procedures.

In addition to data gathered being used by the USOR administration, copies of the returned surveys are sent to the districts. This information is identified by VR counselor number only, to ensure confidentiality of client information. District directors are then able to analyze the information to determine which local practices should continue and which should be modified to increase client satisfaction.

The Consumer Satisfaction Ad Hoc Committee and USOR staff are to be commended for their work, which has resulted in a survey that seems to be generating a lot of good information.

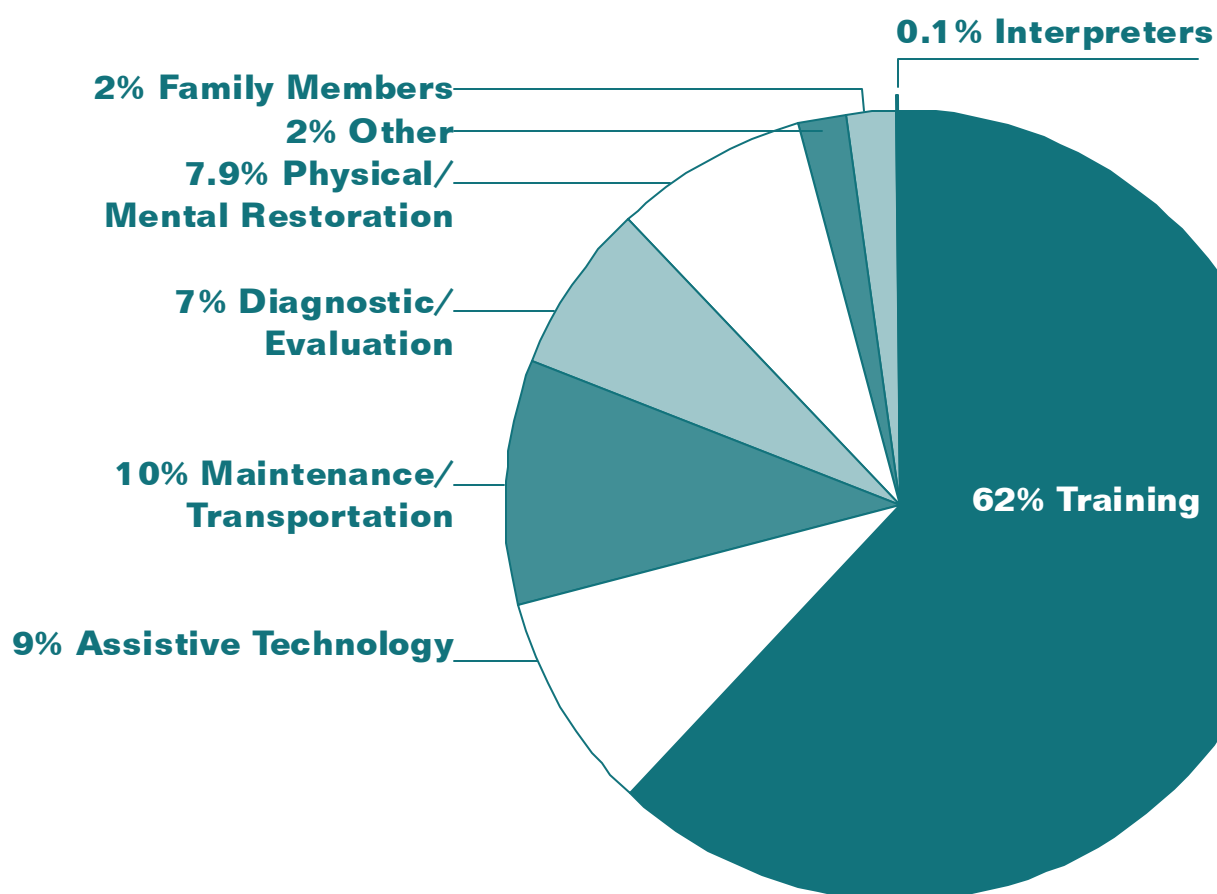
## Program Data, Outcomes, and Success Stories

**The following pages** cover expenditures, demographics, the number of individuals served, economic impact, occupations, major disabling conditions, and several examples of successful people. ►

SRC

# Expenditures

This chart shows the percentage of case service funds utilized for services that assisted people with disabilities in preparing for and obtaining employment.



**Total Employed = 2,817**

SRC

# Highlights

## of the Vocational Rehabilitation Program

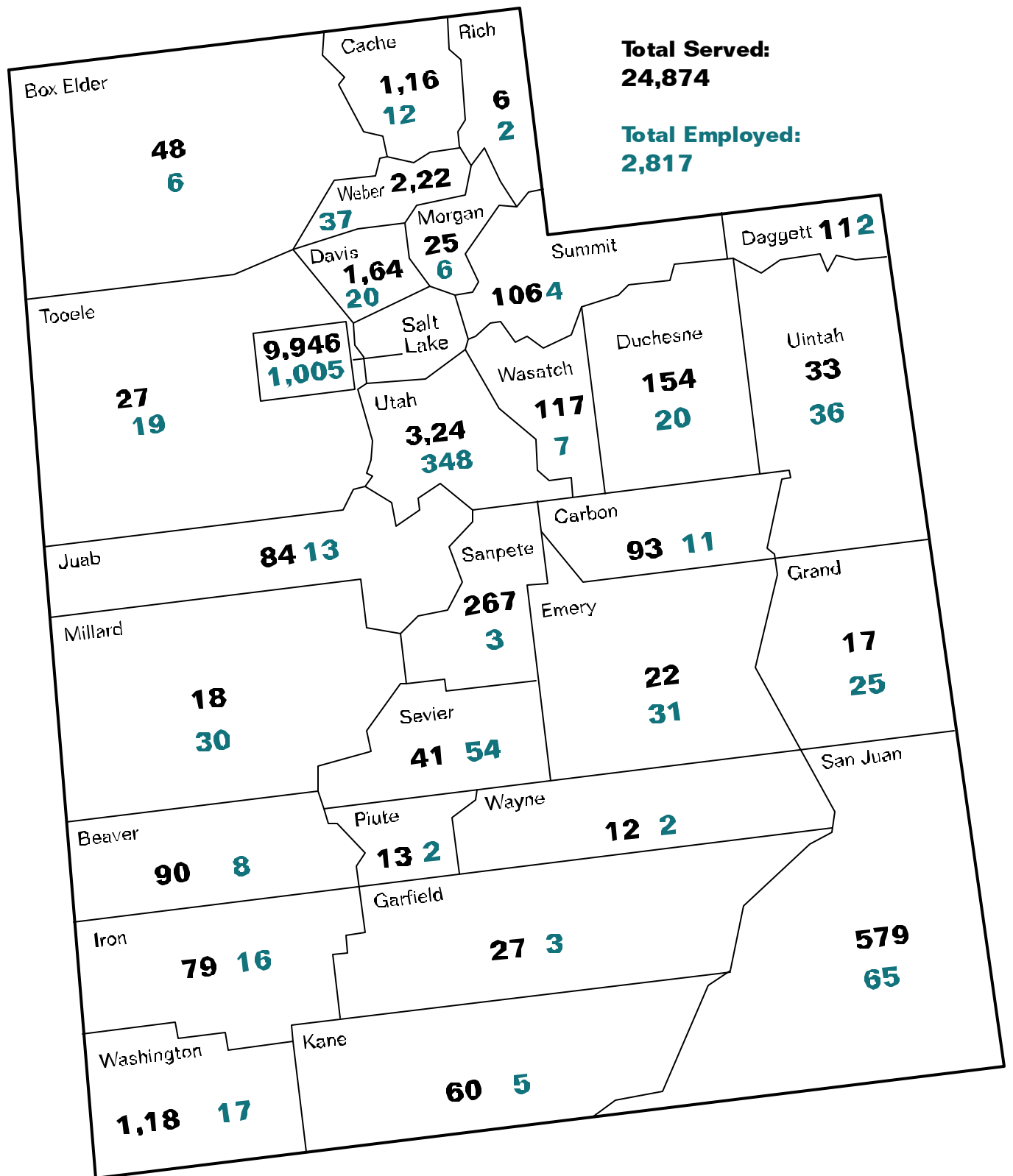
**The following information demonstrates the individual and program success Vocational Rehabilitation achieved during 2004:**

- ▶ **2,817** individuals with disabilities were successfully employed.
- ▶ **24,874** individuals were provided with vocational rehabilitation services.
- ▶ **92** percent of those employed were severely disabled.
- ▶ **217** public assistance recipients were successfully employed.
- ▶ **534** Social Security Disability Insurance recipients were successfully employed.
- ▶ **57** individuals were successfully employed through supported employment services.
- ▶ **\$10,423,712** in estimated annual taxes were paid by 2,817 employed individuals after vocational rehabilitation services were provided.

**SNCF**

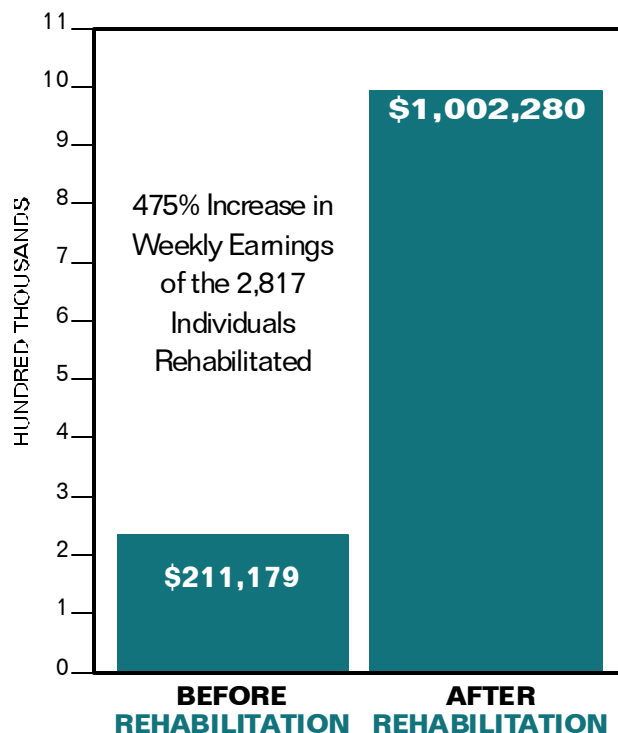


# Impact of the Vocational Rehabilitation Program



# Economic Impact

## After Rehabilitation Services



## Characteristics

of the 2,817 individuals employed through the Vocational Rehabilitation program

GENDER	Number	Percent
Male	1,568	56%
Female	1,249	44%
<b>Total</b>	<b>2,817</b>	<b>100%</b>

### ETHNIC BACKGROUND

White	2,416	86.0%
African American	55	1.0%
Asian	12	0.4%
Hispanic	145	6.0%
Native American	69	2.0%
Pacific Islander	16	.6%
Multiple Ethnicity	104	4.0%
<b>Total</b>	<b>2,817</b>	<b>100%</b>

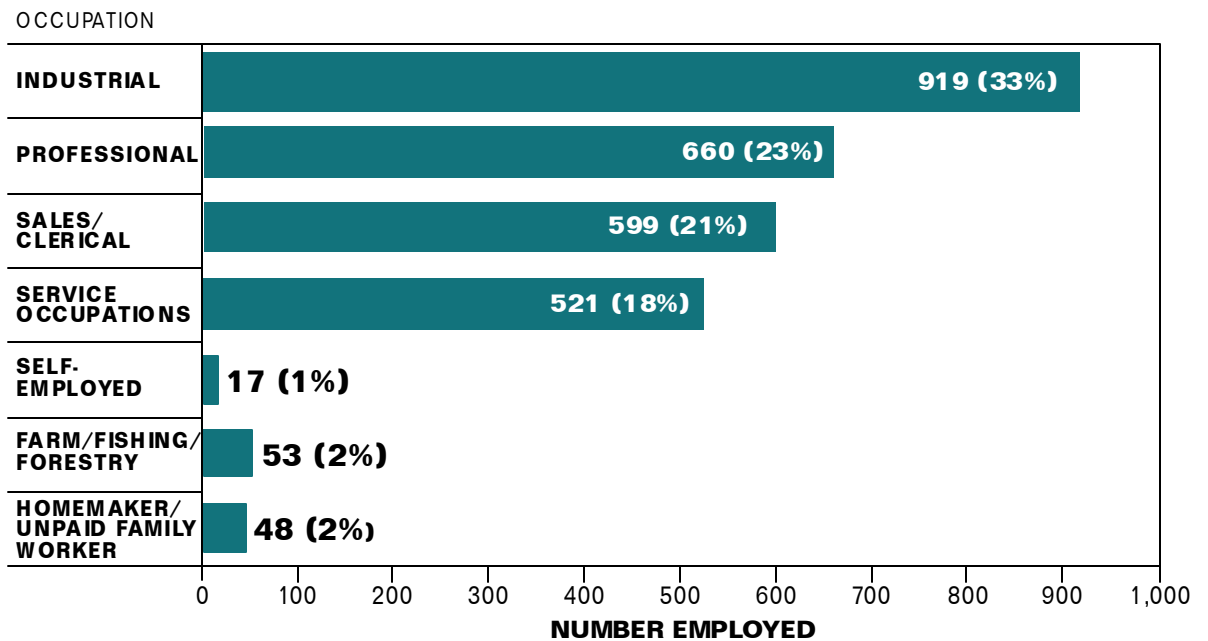
MARITAL STATUS	Number	Percent
Married	836	30%
Widowed	34	1%
Divorced	615	22%
Separated	167	6%
Never Married	1,165	41%
<b>Total</b>	<b>2,817</b>	<b>100%</b>

### AGE AT REFERRAL

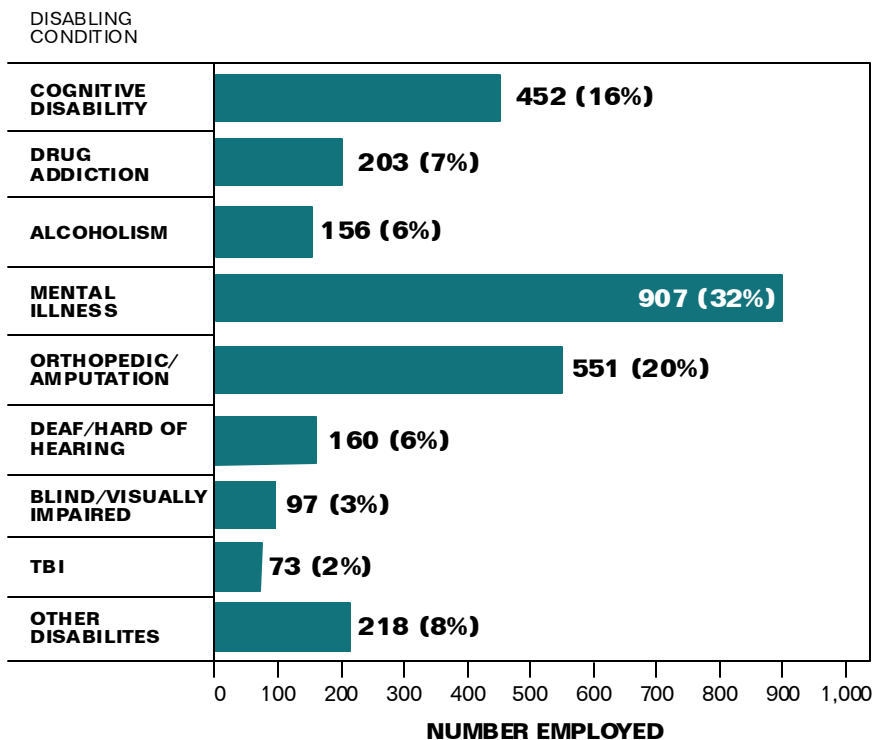
Less than 20 years	27	1%
20 through 34	1,318	47%
35 through 44	708	25%
45 through 64	739	26%
65 and over	25	1%
<b>Total</b>	<b>2,817</b>	<b>100%</b>

SRC

# Occupations OF THE 2,817 INDIVIDUALS REHABILITATED



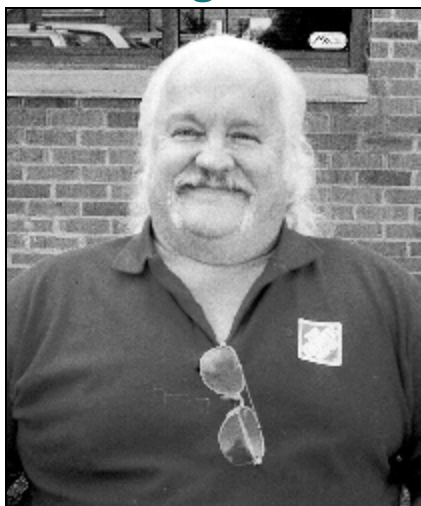
# Major Disabling Conditions OF THE 2,817 EMPLOYED INDIVIDUALS



# Successful People

## Vocational Rehabilitation Program

### Vern Burgess

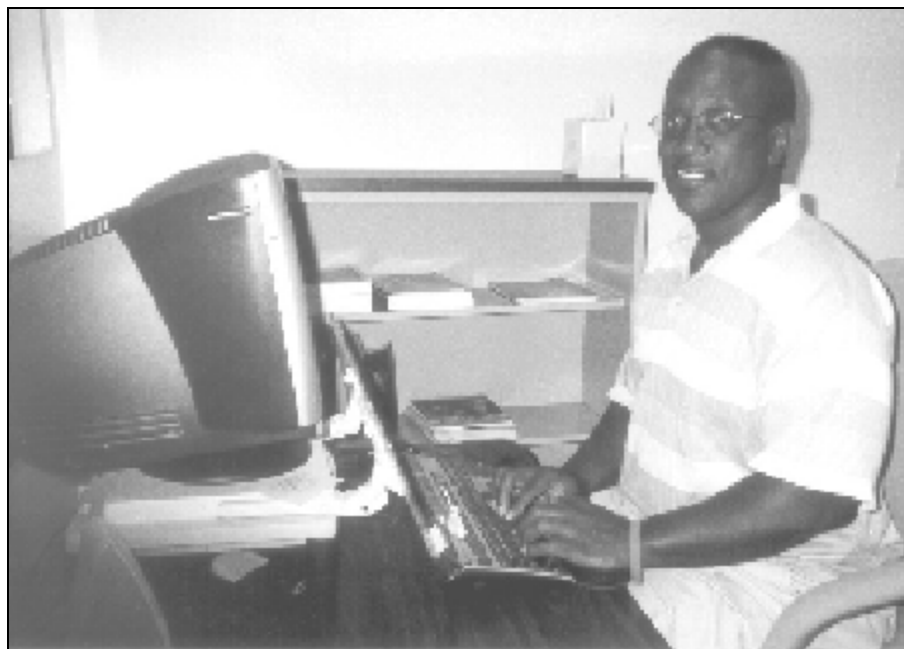


Celebrating his draft to Vietnam, Vern and his buddies decided to take in a round of golf. During the game, an injury occurred leaving Vern paralyzed on one side of his body. After 23 months of unemployment, Vern decided to apply for vocational rehabilitation. He attended training and found not only one job, but two, with the Tri-County Independent Living Center and Home Depot. "At a time in my life, when in despair, I had all but chosen to quit, Vocational Rehabilitation saved me. They provided me with encouragement and job seeking, as well as assistive technology to enable me to keep both of my jobs. I am one of three people with

disabilities working at the Independent Living Center who received superior assistance from Vocational Rehabilitation."

### Renard Thayer

After being laid off his job, Renard had a lot of anxiety as he not only lost his job but the funding to continue his education. He sought services from vocational rehabilitation due to a back injury and completed his degree in electronics and electronics technology. With his wife and two children to support, Renard soon found a job at Hill Air Force Base where he uses his education to test components on jets. Renard feels the vocational rehabilitation program is excellent as it speaks to the real needs of people with disabilities in reaching out and helping them with difficulties in their lives. "It is a program like a breath of fresh air with resources to change direction in one's life and find a new course."



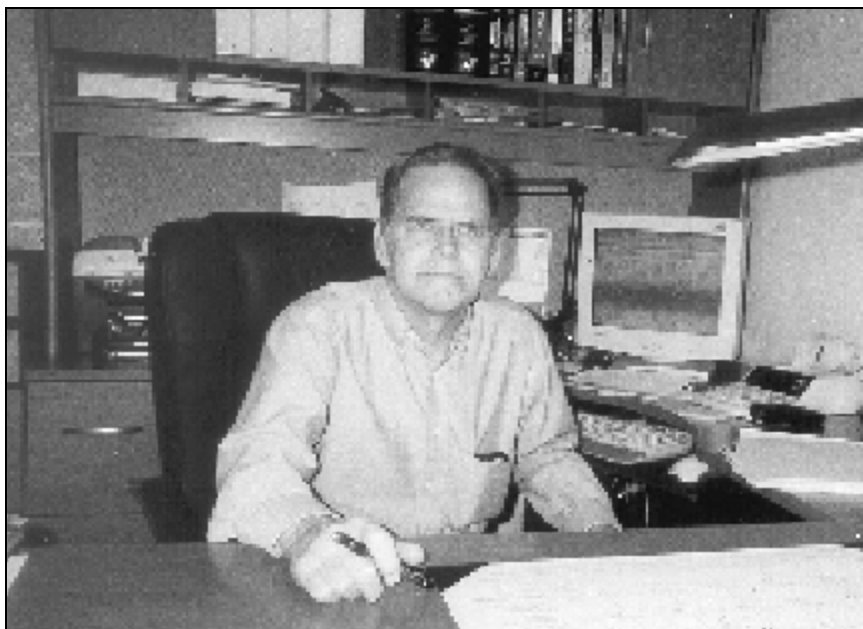
# SNCF

# Successful People

## Vocational Rehabilitation Program

### **Preston McCall**

Working since the age of 14 at a variety of jobs, Preston was always very independent. At the age of 59, he had a work injury that caused him to become unemployed. He went to the local Vocational Rehabilitation office to seek help, as he not only had a physical injury, but his eyesight was now failing due to diabetic retinopathy. Preston wanted to work and received such services as resume writing, job contacts, and assistive technology. Living in rural Utah made it difficult to find employment, but with Vocational Rehabilitation's help, he applied for and obtained a job as an accountant with Wheeler Auto Sales. Preston said, "Without Vocational Rehabilitation's help, I would have gone a lot longer between jobs, and I really appreciated the help."



# SNCF

# Meeting Schedule

## State Rehabilitation Council Year 2004-05

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### **Full Council Meeting—9:00 a.m. to 12:00 p.m.:**

(Last Wednesday of each month)

January 26, 2005

February 23, 2005

March 30, 2005

April 27, 2005

May 25, 2005

No meeting in June

July 27, 2005

August 31, 2005

September 28, 2005

October 26, 2005

November 30, 2005

No meeting in December

Individual committees may meet following the full Council meeting.

### **Location of SRC Meetings:**

Utah State Office of Education Board Room

250 East 500 South

Salt Lake City, Utah 84111

### **For further information, phone:**

(801) 538-7530 or 1-800-473-7530

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The logo for the State Rehabilitation Council (SRC) is displayed in a large, stylized, outlined font at the bottom of the page.





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of Rehabilitation

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